



# LEVEL OF PERCEPTION TOWARDS EFFECTIVENESS OF TRAINING PROGRAMMES AMONG EMPLOYEES WORKING IN GARMENT INDUSTRIES WITH REFERENCE TO TIRUPUR DISTRICT

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## ABSTRACT

Training and development expenditure in Indian industries varies considerably based on organizational size, sector, and level of maturity. Many organizations acknowledge the importance of investing in employee skills and knowledge and therefore allocate a portion of their budget to training and development initiatives. Such expenditure covers costs related to the design and delivery of training programs, engagement of external trainers or consultants, development of e-learning modules, organization of workshops and seminars, and provision of learning resources and materials. The primary objective of this study is to examine employees' perceptions of the effectiveness of training programmes in garment industries located in Tirupur District. For this purpose, data were collected from a sample of 200 employees, and Simple Percentage Analysis and GAP Analysis were employed as statistical tools for data analysis. The findings reveal that training enhances sound work practices aligned with organizational goals and improves productivity and effectiveness, ultimately leading to higher employee satisfaction, engagement, and overall effectiveness of learning and development activities within the organization.

**Key Words:** Employees Perception, Training Programmes and Tirupur District.

## I. INTRODUCTION

A comprehensive training program leads to strengthening those skills that each employee needs to improve while development program takes all employees together to a higher level so that all of them have similar skills and knowledge. The major finding of the study includes that the training and development of the employees play a crucial role in the growth and development of the business organization. Implementing different innovative strategies made by different organizations helps to improve performance levels and results in high productivity and profitability. In essence, there is a critical need to reevaluate the effectiveness of training initiatives given the rising concerns surrounding its outcomes. Organizations must strive to align the costs incurred with the actual benefits derived from

training programs. Only then can training regain its rightful place as a valuable investment rather than a mere symbol of status.

## II. STATEMENT OF THE PROBLEM

In this study, an attempt has been made to analyze the training and development practices used in selected garments companies in Tirupur District. The researcher has collected the required data from the trainers as well as trainees, who are full time employees of various organizations, spread across various sectors; and having knowledge and experience on training activities. Evaluation is the measurement of improvement in the employee's knowledge, skills and behavioural pattern.

This measurement helps to match the cost of training with the results of training. It acts as an indicator if the programme has been able to deliver as intended. The researcher has studies the inter-relationships between personal variables and impact of the training and development programmes on improving effectiveness, productivity, employee satisfaction, attrition, career growth and employee engagement. One has to continually assess if training & development programs also address communication, employee motivation and employee recognition. A comprehensive focused need-based training program enhances employee motivation and satisfaction increases as employees feel valued and able to grow and develop throughout their careers – the knock-on effect is that the organization also grows and develops. Learning also helps develop sound working practices aligned to organizational goals and increases productivity and effectiveness. So there is a need to find out the level of perception towards effectiveness of training programmes among employees working in garment industries in the selected study area.

## III. OBJECTIVE OF THE STUDY

There always is a specific objective behind every work. Without aim / objective research work is directionless. To show the importance of objectives, A.M. Patel writes, "Objectives are such points that make sure the work is done in its directions or objectives is such a perfect change which can be achieved through work" *The main objectives of the research are as follows:*

- To study the socio economic and demographic factors of the employees working in garments industries in Tirupur District.
- To analyze the level of perception towards effectiveness of training programmes among employees working in garments industries in the study area.
- To offer suitable suggestions to improve the methods and effectiveness of training programmes among employees working in garments industries based on results.

## IV. HYPOTHESIS OF THE STUDY

$H_0$ : There is no significant relationship between the means of nature of work and perception towards effectiveness of training programmes among garments employees in Tirupur District.

## V. RESEARCH METHODOLOGY AND RESEARCH DESIGN

### 5.1 Sources of data

The current study is descriptive in nature. The research deals with the level of perception towards effectiveness of training programmes among employees working in garments industries in Tirupur District. In this study two types of data have been used. There are primary data and secondary data. Primary data is a type of information that is obtained directly from first-hand sources by means of surveys, observation or experimentation. It is data that has not been previously published and is derived from a new or original research study and collected at the source.

The study mainly based on primary data. There are several methods of collecting primary data like interview, observation, case studies and so on. The primary data was collected by the employees from selected garments industries in Tirupur District through a well designed questionnaire.

### 5.2 Sample Selected for the Study

The study is to determine the level of perception towards effectiveness of training programmes among employees working in garments industries in Tirupur District. The sample garments industries have been selected on the basis of size of the employees' size and method of training provided by the firm, which are utilized by the employees.

The researcher selected only the large level garments industries are operated in Tirupur District based on simple random sampling method. Such as Eastman Exports Global Clothing Private Limited, SCM Garments Private Limited, KM Knitwear Private Limited, Anugraha Fashion Mill Private Limited and Warsaw International are used. From the above mentioned industries 200 employees were selected for the study by adopting the method of Non – probability purposive sampling technique.

### 5.3 Statistical Tools

The primary data collected from the employees were analyzed and presented in the form of tables are used. The entire statistical test in this study was carried out at 5% and 1% level of significance. In this present study the following statistical tools are used i.e., Simple Percentage Analysis and GAP Analysis.

## VI. LIMITATIONS OF THE STUDY

- 1) The research study is limited to Tirupur District. The research findings may not generalize to other area.
- 2) Totally 200 samples were taken under a purposive sampling method. The result may not generalize to the total population.
- 3) The employees' views and opinions may hold good for the time being and may vary in future.
- 4) Pre-existing biases among certain employees may lead to misleading survey results.

## VII. REVIEW OF LITERATURE

Many researchers have been conducted to analyze the various aspects of the training programme is influenced by the productivity of employees working in garment and other industries in India and abroad. But there are very few research and literature available on the subject related to level of perception towards effectiveness of training programmes.

**Essam Deep Al Khawaldeh (2023)<sup>1</sup>** The objective of the study is to examine the impact of training on improving the performance of workers in Maan's Directorate of Education. The study focuses on identifying key cognitive dimensions that clarify the concept of training and its dimensions (type of training, training period, trainers) and its impact on the job performance of employees. The findings from the simple regression analysis revealed that overall training has a moderate effect on improving worker performance. However, multiple regression analysis revealed that only the trainer dimension had a statistically significant positive effect on employee performance, while the type and duration of training showed no significant influence. Additionally, the study found no statistically significant differences in responses based on gender. The value of the study is represented in being the first study conducted among employees in the Ma'an District. As such, it is a contribution to the Human Resource/Training Department to understand the impact of training on improving employee performance.

**Nissar Ahmad Paul and Parvaiz Ahmad Shah (2023)<sup>2</sup>** The study aims to examine the impact of training and development on organizational performance, with a particular focus on the mediating role of employee performance. The primary objective of Human Resource Management (HRM) is to drive organizational success through the cultivation of a competitive, competent, and self-motivated workforce. Accordingly, the research investigates how training and development initiatives influence organizational performance, while also exploring the extent to which employee performance mediates the relationship between HRM practices and perceived organizational outcomes. The findings of this study are expected to contribute to the existing body of knowledge on HRM, offering valuable insights into the strategic importance of training and development. Furthermore, the study aims to emphasize the critical role employee performance plays in translating HRM efforts into tangible organizational success, particularly within today's highly competitive business environment.

**Kishore and Clayton Michael Fonseca (2023)<sup>3</sup>** The aim of the study was to explore the impact of training and development on employee performance and productivity. A sample of 60 employees was selected using a simple random sampling technique. Descriptive research design was employed to understand the characteristics of the population under study. To ensure the reliability of the instrument, a Cronbach's Alpha test was conducted, yielding a value of 0.907, indicating high internal consistency. The findings reveal that more than half of the respondents were

aware of the expectations, benefits, and personal development opportunities associated with training and development programs.

**Yuvraj, Mohamed Isthiyaq, Shariq Mohammed, Sheik Shaul Dhanish and Jeevitha (2023)<sup>4</sup>** The study investigates the impact of training and development on firm performance and competitiveness in the leather industry. It employs a mixed-methods approach, combining surveys, interviews, and case studies to gather comprehensive data from employees, managers, and industry experts. The primary objectives are to assess current training practices, identify skill gaps, and evaluate the effectiveness of existing programs. Additionally, the study examines the role of technology in leather production and its impact on technical requirements. With the increasing integration of digital technologies into manufacturing, the research explores how training programs can be tailored to equip employees with the necessary skills for technology-driven environments. Furthermore, the study analyzes the effects of training and development on employee satisfaction, retention, and overall organizational performance. By benchmarking key performance indicators against industry standards, it aims to provide insights into the relationship between training investments and business outcomes. The findings are expected to offer valuable guidance to industry stakeholders, including businesses, policymakers, and educational institutions. The study provides recommendations for designing and implementing effective training strategies to enhance competitiveness, drive innovation, and address the evolving demands of the global market.

**Agus Siswanto (2023)<sup>5</sup>** The study aims to empirically investigate the impact of employee training, job satisfaction, and organizational commitment on employee performance within the tech industry. Using a qualitative research design, specifically a literature review approach, the study comprehensively explores the impact of employee training, job satisfaction, and organizational commitment on employee performance in the tech industry. The findings highlight their significant impact of employee training, job satisfaction, and organizational commitment on employee performance within the tech industry. The comprehensive review of existing literature emphasizing the critical role of targeted and continuous training programs in enhancing skills and knowledge for optimal job performance.

**Arulsamy, Indira Singh, enthil Kumar, Jetal J. Panchal and Bajaj (2023)<sup>6</sup>** The implementation of employee training and development programs serves as a means for both the businesses and employees to achieve multiple objectives. These objectives include enhancing employee morale, fostering a sense of job security, promoting engagement, and equipping employees with the essential skills required to perform their job responsibilities effectively. Furthermore, it is crucial for organizational leaders to adopt systematic methodologies for evaluating employee performance, wherein the outcomes are influenced by various factors, including human attributes, organizational dynamics, environmental conditions, motivational factors, skill proficiency, aptitudes, and role perceptions. The primary aim of this study is to identify the fundamental goal of employee training and development (ETD) in enhancing overall employee performance (EP). Additionally, this study explores the synergy between training, development, and performance, as well as the key factors that impact ETD in improving EP.

**Tanuja Fegade and Punit Sharma (2023)<sup>7</sup>** The study presents a systematic literature review exploring the impact of employee training and development on organizational efficiency and effectiveness. It identifies and analyzes a wide range of studies conducted across diverse contexts, industries, and organizational settings. The review discusses the theoretical foundations underpinning the relationship between employee training and development and organizational performance outcomes. It also examines critical dimensions of training and development, including training methods, content, and delivery mechanisms. Additionally, the paper identifies key factors influencing the effectiveness of training programs, such as management support, employee motivation, and robust training evaluation practices. The findings suggest that employee training and development play a pivotal role in enhancing organizational efficiency and effectiveness. Consequently, organizations are encouraged to invest in these initiatives to bolster performance and maintain a competitive advantage. The paper concludes by discussing the implications of these findings for both research and practice, while also outlining key areas for future research.

**Md Mahfujur Rahman (2023)<sup>8</sup>** The study explores the impact of training and development on employee performance within a knit garments factory in Bangladesh. The research focuses on understanding how employees perceive training and development, alongside identifying key factors influencing their performance. To achieve this, a survey was conducted with a sample of 100 employees, with 65 responses analyzed. The findings highlight the influence of training practices on employee performance in various aspects, such as problem-solving, managing high workloads,

workplace safety, and sustainable development. The results are significant as they offer empirical evidence that can guide the creation of strategies to enhance employee performance and improve workplace satisfaction.

**Swapna, Keerthi and Balakrishna (2024)<sup>9</sup>** The study explores various training methods in HRM and analyzing how the training has an impact on employee performance. Using primary data from 100 respondents via a structured questionnaire. The research examines how employees benefit from training. Findings confirm a positive relationship between training and employee performance, emphasizing its role in organizational success. Additionally, the study highlights different HRM training methods and their advantages in enhancing skills, customer satisfaction, innovation, and career growth, ultimately contributing to overall organizational development.

**Ibrahim Ali Masood Almuqimi, Issa Khan and Mohammed Abdulwahab (2025)<sup>10</sup>** The study aimed to investigate the effects of training on enhancing human resource efficiency at the Ministry of Agricultural Wealth, Fisheries, and Water Resources in the Sultanate of Oman. Utilizing a descriptive and analytical research design, the study was conducted on a purposively selected random sample of 100 ministry employees. Data was collected using a self-developed questionnaire. The findings revealed that the training process within the Ministry received strong support, particularly in the assessment of training needs and administrative backing. However, the planning and implementation of training programs were found to be at a moderate level, as were the challenges associated with training. The research concluded that training has a positive impact on the performance of the human resource department. Based on these findings, the study recommends placing greater emphasis on training activities before employment, during service, and both within and outside the workplace. Additionally, it suggests that the Ministry of Agricultural Wealth, Fisheries, and Water Resources collaborate with the Ministry of Education to review and potentially revise existing legislation, laws, and regulations governing training and development.

## **VIII. RESULTS AND DISCUSSIONS**

### **8.1 SIMPLE PERCENTAGE ANALYSIS**

Simple percentage analysis is a method used to express numbers as a percentage of a total in order to make comparison easier. In this analysis, each value is divided by the total value and multiplied by 100 to find its percentage. It helps in understanding the relative importance or contribution of each part to the whole. Simple percentage analysis is commonly used in business, economics, and statistics to compare data clearly and present information in an easy and understandable form.

#### **8.1.1 Gender of the Employees**

Gender-sensitive analysis ensures that training programs are inclusive, improve productivity, and create a safer and more supportive work environment. It also helps factories meet international compliance standards on workplace equality. Overall, studying gender allows organizations to design fair and effective training systems that enhance worker development, strengthen organizational performance, and support broader socio-economic development.

The table 1 identifies that out of all the employees taken for the study, in this regard gender-wise classification of employees it was found that out of the 200 employees, 114 (57.00 per cent) were male employees and the remaining 43 (43.00 per cent) were female. Hence, in the current study a majority 57.00 per cent of the employees were male in the study area.

#### **8.1.2 Age of the Employees**

The age of the employees working in garments industry is important because it influences productivity, physical capacity and the likelihood of long-term retention, making it essential for designing appropriate training strategies. By understanding how age affects learning styles, performance, and career progression, the industry can create more effective, inclusive, and safe training programs that improve efficiency, reduce turnover and support a balanced and skilled workforce.

Table 1 reveals that, the age of the employees shows that the highest number of the employees have age group from 26 years to 35 years with 35.50 per cent, the second highest number of the employees are coming under the age group from 36 years to 45 years with 30.00 per cent, then third highest number of the employees from above 45 years with 22.50 per cent, the fourth last number of the employees are from 18 years to 25 years with 12.00 per cent.

It may be noticed that, highest numbers of the employees are from 26 years to 35 years of the age group with 35.50 per cent. Hence it is stated that this age cluster dominates as well as guide the other age groups for manage the skill-building, orientation and soft skills training, while older workers may need refresher courses, up skilling opportunities or support in adapting to new technologies and production methods.

### 8.1.3 Educational Qualification of the Employees

Education may be an influencing determinant in the behavioural dimensions of an individual while relating to others. Education is one of the contributors in the character formation of an individual along with heredity and environment. In this study the categories of education are divided into four viz., SSLC or HSC, Under Graduate, Post Graduate and others.

Table 1 discloses that, 37.50 per cent of the employees are comes under graduates, 29.00 per cent of the employees educational qualification at post graduates, 18.50 per cent of the employees are qualified 'others' like diploma or certificate course completed holders and remaining 15.00 per cent of the employees are from school level.

Hence, it is stated that the more number of the workers or employees are under graduate qualification in the garments area. Irrespective of the industry they are in to or the qualifications they possess, individuals shall have certain managerial and leadership capabilities in exercising and executing their job related responsibilities.

### 8.1.4 Monthly Income of the Employees

Monthly income in the field may have an important role in determining one's life style, work culture, retention as well as leadership quality. Lower-income workers may face financial stress, long working hours, or the need for overtime, which can limit their availability and engagement in skill-development activities. Income levels also influence workers' living conditions, nutrition, and overall well-being factors that impact concentration, productivity, and learning capacity.

Table 1 clearly states that, the monthly income of the employees at various levels did vary. It was obvious from the table 33.50 per cent of the employees earned an income between Rs.20,001 to Rs.30,000 whereas Rs. 30,001 to Rs.40,000 was earned by 28.00 per cent of the employees per month, followed 21.00 per cent and 17.50 per cent of the employees who had an income above Rs.40,000 and up to Rs.20,000 per month respectively.

Thus the greater part of the employees (33.50 per cent) on an average earned an amount between Rs.20,001 to Rs.30,000 monthly.

### 8.1.5 Marital Status of the Employees

Marital status of sample employees is classified based on their social position, because in society the marital status is also one of the major factor as well as status symbol. Hence the employees are classified into groups namely married and unmarried.

Table 1 shows the marital status wise classification of employees. It is interesting to note from the above represented table that in the case of garments industries, a large number of employees are married (65.00 per cent), smaller number of employees are unmarried (35.00 per cent) which further shows the employability opportunity available for the fresher or the requirements in the garments sector are at the junior level. There is also a tendency among the younger group of people in the garments industries to migrate where as the case is different in other sectors.

### 8.1.6 Nature of Work of the Employees

The nature of work of an individual may influence his or her dealings with others. In this study the employees are grouped into two such as administration and technical on the basis of their positions in the organization. The table 1 categorizes the employees on the basis of their nature of work in the industry.

Table 1 demonstrates that 55.00 per cent of the employees are belongs to technical side, where as 45.00 per cent of the employees are from administration side. It shows majority of the employees are from technical side workers in the selected garments industries in Tirupur District.

### 8.1.7 Length of Service of the Employees

The table 1 presents the distribution of the employees on the basis of their year of services in the organizations. Employment pattern and seniority in the industry enhances the expertise of the employees and hence that may affect the leadership pattern of the employees.

The table 1 reveals that, 43.00 per cent of the employees are working in garments industries as up to five years of experience or service, followed by 34.00 per cent of the employees are working in the field five to ten years and 23.00 per cent of the employees are working in the same above ten years.

The highest numbers (43.00 per cent) of the employees are working in garments industries as up to five years of experience or service.

### 8.1.8 Type of Family of the Employees

Family type as a demographic factor in the training and development of the garments industry is important because family structure such as nuclear and joint households directly influences a worker's responsibilities, time availability and ability to participate in training programs. Workers from joint families may have more support with household duties, allowing greater flexibility for training, while those in nuclear or single-parent families may face heavier domestic burdens that limit their participation or concentration.

Table 1 explains that 63.50 per cent of employees or workers lie under nuclear family and 36.50 per cent of the families lie under joint family of the chosen employees are working in the study area.

In this era of nuclear families are majority in the study area, the table discloses that now-a-days the nuclear families maximum use the differences helps organizations design training schedules, support systems and development initiatives that accommodate workers' personal realities, ultimately improving attendance, learning outcomes and overall productivity in the garments industry.

### 8.1.9 Size of the Family of the Employees

It represents the total number of family members living with the employees. Since the family size of the employees may influence the level of the standard of living the employees and it may have its own influence on their level of perception and utilization of the employee retention.

The table 1 indicates that, the important numbers of dependents in family members are up to three members which constitute 48.00 per cent, four to five members of the family are 31.00 per cent and as a final point 21.00 per cent of the employees constitute above five members in the family.

The analysis infers that the numbers of family members or size of the family, up to three members of the family are more (48.00 per cent) compare to others.

### 8.1.10 Residential Area

The residential area as a socio-economic factor in the training and development of the garments industry is important because where workers live strongly affects their access to training opportunities, punctuality, and overall work performance. Employees living in distant or poorly connected areas may face transportation challenges, higher commuting costs, and longer travel times, which can reduce their availability and energy for participating in training programs.

The Table 1 replicates that the total number of employees working in garments industry (200), 44.00 per cent of the employees are from urban area, followed by 33.50 per cent of the employees belongs to semi urban area, 22.50 per cent of the employees from rural area. The majority (44.00 per cent) of the employees are from urban side in the study.

## 8.2 GAP ANALYSIS

### Nature of Work and Perception towards Effectiveness of Training Programmes among Garments Employees

Gap Analysis is an important technique used to assess whether there is any significant difference between any two groups on the level of agreeability or opinion on the various factors. In this study the gap analysis is performed between the administration and technical on their perception towards effectiveness of training programmes among garments employees in the study area. Separately using t-Tests and the results are presented in different tables with suitable hypotheses and relevant interpretations.

*H<sub>0</sub>: There is no significant relationship between the means of nature of work and perception towards effectiveness of training programmes among garments employees in Tirupur District*

*H<sub>1</sub>: There is significant relationship between the means of nature of work and perception towards effectiveness of training programmes among garments employees in Tirupur District*

The following table describes the mean scores, standard deviation of the administration and technical field of the employees; the t-values and p-values on the perception towards effectiveness of training programmes among garments employees in the area of study.

It is divulged from the Table 2 that the null hypothesis is rejected and accepted alternative hypothesis (i.e. significant) in sixteen cases and in other cases the null hypothesis is accepted (i.e. not significant). It is concluded that there is significant relationship between the employees in administration side and technical side of the work such as Aim of the training programme are clearly communicated beforehand, Participating in the training programme is highly engaging, The training helps in updating both knowledge and skills, It enables employees to perform their jobs more effectively and efficiently, The training supports employees in managing work-related stress, It boosts confidence and enhances self-esteem, Training methods are effective, and the quality of instruction is high, Training significantly improves overall job performance, The programme introduces innovative ideas for personal and professional growth, It supports employees in adapting to changes in organizational strategy, It facilitates the adoption of modern technologies and new business processes and The programme plays a vital role in individual career development, these variables are influence the perception towards effectiveness of training programmes among garments employees in Tirupur District. The results are presented in the following diagram or figure.

## IX. SUGGESTIONS

*The researcher has provided following suggestions on the basis of the findings of the study, and the observations made at the time of visit to some of the garments industries in Tirupur District.*

1. Conduct regular career development discussions with employees to understand their career aspirations and align learning opportunities accordingly.
2. Incorporate different evaluation methods, such as pre and post-training assessments, on-the-job observations, and self-assessments, to provide a holistic view of the learning outcomes.
3. Ensure that the evaluation criteria are aligned with the desired learning outcomes and job requirements, allowing for a fair assessment of employees' knowledge and skills.
4. Provide training and support to instructors and evaluators to ensure they have the necessary skills and knowledge to effectively evaluate learning outcomes.
5. Communicate and raise awareness about the connection between learning and career growth. Highlight the benefits of continuous learning in terms of personal and professional development, increased job satisfaction, and advancement opportunities.
6. Provide resources and support for employees to pursue their learning goals. This can include offering training programs, mentorship opportunities, access to online learning platforms, and designated time for learning activities.
7. Encourage employees to take ownership of their learning and development by offering resources and support for self-directed learning and continuous skill-building.
8. Seek feedback from employees regarding their learning needs and career aspirations and use this input to refine and improve the company's career growth and learning initiatives.
9. Foster a culture of continuous learning and encourage employees to apply their acquired knowledge and skills in their current roles. This can be done by creating opportunities for employees to share their expertise, collaborate on projects, or take on stretch assignments that allow them to showcase their capabilities.
10. Offer personalized career development opportunities, such as mentorship programs, training sessions, and stretch assignments, to employees who express dissatisfaction with their career development. This can help address their concerns and provide avenues for growth and learning.

## X. CONCLUSION

Training and development framework should be so robust that effectively addresses employees' learning needs, ensuring a balance between immediate requirements and those that can be carried forward to the next year. This can contribute to a more comprehensive and impactful learning experience for employees and support their professional growth and development. Alignment between employees' learning needs and the business needs or job requirements, not only enhances employees' professional development but also contribute to their overall job satisfaction and performance. In the modern age of IT driven resources and new normal post covid, utilization of modern e-learning methods for training enhances employees' learning experiences and also supports their professional development and improve the overall effectiveness of the company's learning and development activities.

Another important point that was highlighted during study was that companies have to strive to ensure that their L&D team remains updated and adopts current trends in learning and development, ultimately enhancing the effectiveness of their training programs and meeting employees' expectations. This strengthens employees' belief in the effectiveness and reliability of the current L&D analytics, ultimately fostering a culture of data-driven decision-making and continuous improvement in learning and development activities. Using modern methods of program design development and deliver, not only helps in outreach, i.e., location doesn't remain constraint for employees to get the trainings they need, but also helps ensure that employees have timely access to new and relevant learning opportunities, leading to a more effective learning and development experience. This will lead to more impactful training sessions, better knowledge transfer and increased participant satisfaction.

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**Table 1 - Demographic Profile of the Employees Working in Garments Industries with Reference to Tirupur District**

S.No	Factors	Classifications	Number of Employees	Percentage
1	Gender	Male	114	57.00
		Female	86	43.00
2	Age	18 - 25 years	24	12.00
		26 – 35 years	71	35.50
		36 – 45 years	60	30.00
		Above 55 years	45	22.50
3	Educational Qualification	SSLC / HSC	30	15.00
		Under Graduate	75	37.50
		Post Graduate	58	29.00
		Others	37	18.50
4	Monthly Income Level	Up to ₹20,000	35	17.50
		₹20,001 to ₹30,000	67	33.50
		₹30,001 to ₹40,000	56	28.00
		Above ₹40,000	42	21.00
5	Marital Status	Married	130	65.00
		Unmarried	70	35.00
6	Nature of Work	Technical	110	55.00
		Administrative	90	45.00
7	Length of Service	Upto 5 Years	86	43.00
		5 – 10 Years	68	34.00
		Above 10 Years	46	23.00
8	Type of Family	Joint Family	73	36.50
		Nuclear Family	127	63.50
9	Size of the Family	Up to Three Members	96	48.00
		Four to Five Members	62	31.00
		Above Five Members	42	21.00
10	Residential Area	Urban	88	44.00
		Semi - Urban	67	33.50
		Rural	45	22.50

**Sources: Primary Data**

Table 2

**Nature of Work and Perception towards Effectiveness of Training Programmes among Garments Employees in Tirupur District**

S.No	Perception towards Effectiveness of Training Programmes among Garments Employees	Nature of Work				t value	P values	Sig			
		Administration		Technical							
		Mean	SD	Mean	SD						
1	Aim of the training programme are clearly communicated beforehand	4.711	0.492	4.767	0.533	7.531	0.006	S			
2	Participating in the training programme is highly engaging	4.561	0.629	4.588	0.664	1.598	0.040	S			
3	The training helps in updating both knowledge and skills	4.518	0.686	4.554	0.707	3.273	0.001	S			
4	It enables employees to perform their jobs more effectively and efficiently	4.314	0.754	4.366	0.735	1.002	0.011	S			
5	The training supports employees in managing work-related stress	4.176	0.828	4.238	0.768	4.961	0.027	S			
6	It boosts confidence and enhances self-esteem	4.156	0.858	4.201	0.825	1.029	0.000	S			
7	The programme provides essential knowledge for maintaining workplace safety	4.175	0.796	4.233	0.832	4.508	0.476	NS			
8	Training methods are effective, and the quality of instruction is high	4.194	0.792	4.238	0.863	1.060	0.000	S			
9	The timing of training sessions is convenient and suitable	4.068	0.952	4.074	0.943	5.116	0.733	NS			
10	Training significantly improves overall job performance	4.008	0.994	4.044	0.944	2.114	0.000	S			
11	The programme introduces innovative ideas for personal and professional growth	3.875	0.947	3.991	0.969	1.161	0.000	S			
12	It supports employees in adapting to changes in organizational strategy	4.044	0.971	4.071	0.926	1.556	0.003	S			
13	Training helps in identifying and overcoming business risks	4.145	0.905	4.161	1.039	5.785	0.516	NS			
14	It facilitates the adoption of modern technologies and new business processes	4.113	0.879	4.118	0.999	7.695	0.006	S			
15	Training contributes to higher employee morale	3.894	1.058	4.064	0.968	4.554	0.457	NS			
16	The programme plays a vital role in individual career development	3.934	1.085	3.981	0.967	2.915	0.000	S			

Source: Computed

Figure 1

## Nature of Work and Perception towards Effectiveness of Training Programmes among Garments Employees in Tirupur District

